

1 **SPECIAL MEETING OF THE CUMBERLAND FIRE DISTRICT**

2 **JUNE 8, 2016 AT 6:45 P.M.**

3 **CUMBERLAND LIBRARY**

4 **1464 DIAMOND HILL ROAD, CUMBERLAND, RI**

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6 **MEMBERS PRESENT:** Chairman Lemois, Commissioners Koutsogiane, Matta, Parent, Ouellet,
7 Champagne and Scullin. Chief Finlay and Finance Director Diane Karolyshyn.

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9 **EXECUTIVE SESSION:**

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11 Commissioner Champagne moves to adjourn into Executive Session pursuant to § 42-46-5 (a) (2)
12 Sessions pertaining to collective bargaining. Seconded by Commissioner Ouellette.

13
14 PASSED 7-0

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16 Commissioner Champagne moves to return to open session, seconded by Commissioner
17 Ouellette.

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19 PASSED 7-0

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21 There weren't any votes taken in executive session to report out.

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23
24 **NEW BUSINESS:**

- 25
26 A. FC-R-2016-20 Authorize Chairman Lemois to execute a Collective Bargaining Agreement with the
27 International Association of Fire Fighters Local 2722, AFL-CIO for the years June 30, 2016 to June
28 30, 2019.

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30 Mr. Scullin moves to table, Seconded by Mr. Koutsogiane.

31
32 FAILED 5-2

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34 Mr. Scullin and Koutsogiane both questioned the need for a special meeting and why it isn't
35 videotaped. Both called that the meeting was not in open meeting. The Chairman asked
36 Madame Solicitor to rule on the status of the meeting. Ms. Morris reported that the meeting
37 has been posted according to all RI State Laws thus is in fact an open meeting being held in open
38 session.

39
40 Chairman Lemois added that the Valley Breeze and Woonsocket Call were both sent the agenda
41 and all documents. Both decided not to attend. Chairman added that all the video equipment
42 was located at Town Hall.

Chairman Lemois asked Mr. Scullin if he had any questions about the contract, he had none.

Mr. Koutsogiane has questions pertaining to:

Disappointed in several sections of the contract as he was last year. Said more savings could have been made. That copays could have been more. Chairman Lemois asked Mr. Koutsogiane what "have been more" meant? Mr. Koutsogiane didn't have an amount. Commissioner Ouellette noted that we need to make it as accessible as possible, to have copays be the obstacle that may stop someone from using the healthcare could be a problem in the years ahead. Mr. Koutsogiane noted he too wanted the men to utilize the health care, but the contributions that they are making are too low.

Mr. Koutsogiane noted that other fire departments have higher copays, but could not mention any when asked. Just that he knows there were others.

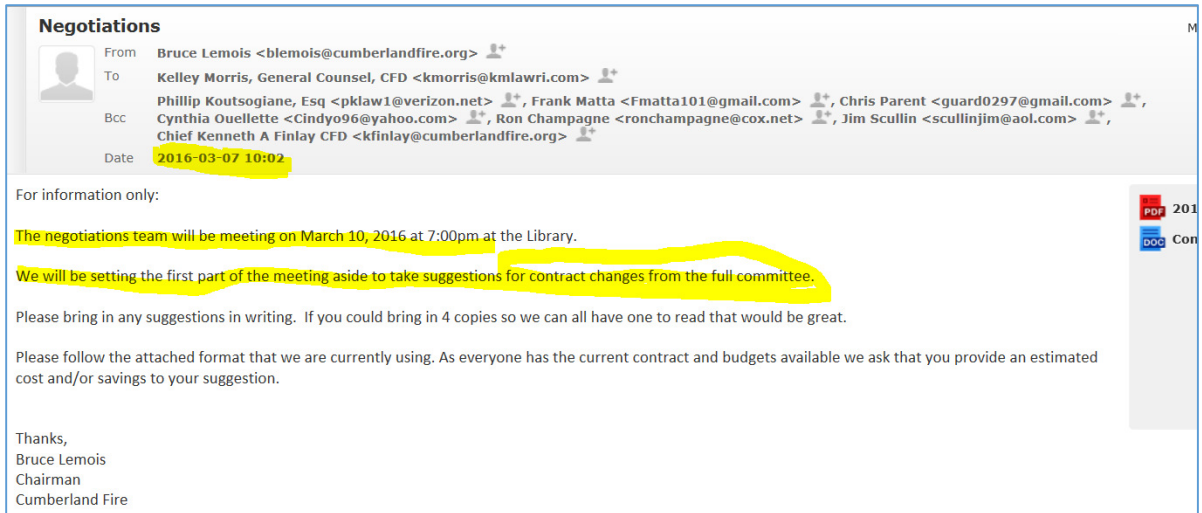
Mr. Koutsogiane mentioned that the CPD and Teachers pay more in copays. Commissioner Champagne noted that the CPD has HSA program that is completely different from the CFD Healthcare. Chairman Lemois noted that the salaries of teachers is much higher than firefighters along with automatic step raises separate from the year raises given.

Mr. Koutsogiane questioned the need for a LT to be in rank for 5 years, but no minimum for taking the Captain's test. Chief Finlay noted that a man has to be a LT in order to take the Captain's test, so the years in rank follow.

Mr. Scullin asked why the Longevity was changed to Proficiency? Chairman Lemois noted that it better defines what the benefit was actually for. Where a longevity bonus has the connotation of "just for working here" and a Proficiency benefit is a reward for the education and training received over the years of employment. It was mention that the Chief reported 100's of hours of training being recorded weekly over the past year.

Chairman Lemois noted that all commissioners were asked to meet with the negotiating team and provide suggestions for contract changes. Mr. Scullin didn't attend and Mr. Koutsogiane arrived but left without providing any suggestions.

Mr. Koutsogiane noted that the meeting was for the full board for discussions and when he found out it wasn't he left. Chairman Lemois noted that the email was clear as to the intent of the meeting. Commissioner Champagne noted that he waited until 7:16 prior to cancelling the meeting. Email sent:



COMMISSIONER CHAMPANGE MOVED TO PASS RESOLUTION 2016-20 TO APPROVE THE CBA
ENDING JUNE 2019, SECONDED BY COMMISSIONER OUELLETTE.

PASSED 5-2 WITH SCULLIN AND KOUTSOGIANE VOTING NO.

B. FC-R-2016-25 Hiring of four firefighters

Mr. Scullin moved to table, seconded by Mr. Koutsogiane.

FAILED 5-2

COMMISSIONER CHAMPAGNE MOVED TO APPROVE RESOLUTION 25, SECONDED BY
COMMISSIONER OUELLETTE.

Chief Finlay discussed the call for additional men by both the Jacobs' report of January 3013 and
the Vairone report.

FAILED 7-0

It was noted that the Chief would not apply for a "SAFER GRANT" that could be used to fund
partial cost of the four men. It will take several months for this process. Chairman Lemois
noted that support of the grant would rely on the need to plan for the funding of the men once
the grant ran out. That he would not be in favor of adding men from a grant to just save money.
That a financial plan would be needed to maintain them after the grant ran out.

C. FC-R-2016-26 Authorize the purchase of Chief's Vehicle

COMMISSIONER CHAMPANGE MOVED TO APPROVE, SECONDED BY COMMISSIONER PARENT

PASSED 7-0

114 D. FC-R-2016-27 RALCO Equipment for repairs to Truck 1
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116 COMMISSIONER PARENT MOVED FOR APPROVAL, SECONDED BY COMMISSIONER OUELLETTE.
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118 PASSED 7-0
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120 E. FC-R-2016-28 S&D Road Service for repairs to Engine 1
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122 COMMISSIONER PARENT MOVED FOR APPROVAL, SECONDED BY COMMISSIONER OUELLETTE.
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124 PASSED 7-0
125
126 ADJUOURNMENT
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128 MOVED BY COMMISSIONER CHAMPAGNE SECONDED BY COMMISSIIONER MATTA.
129
130 PASSED 7-0
131
132
133 SUBMITTED BY
134 BRUCE LEMOIS
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